

LEGISLATIVE BRANCH APPROPRIATIONS FOR FISCAL YEAR 2019

TUESDAY, MAY 15, 2018

U.S. SENATE,
SUBCOMMITTEE OF THE COMMITTEE ON APPROPRIATIONS,
Washington, DC.

The subcommittee met at 4:05 p.m., in room SD-138, Dirksen Senate Office Building, Hon. Steve Daines (Chairman) presiding.
Present: Senators Daines, Hyde-Smith, Murphy, and Van Hollen.

UNITED STATES SENATE SERGEANT AT ARMS

STATEMENT OF HON. MICHAEL STENGER, SERGEANT AT ARMS

ACCOMPANIED BY:

JIM MORHARD, DEPUTY SERGEANT AT ARMS
DICK ATTRIDGE, ASSISTANT SERGEANT AT ARMS FOR PROTEC-
TIVE SERVICES AND CONTINUITY
JOHN JEWELL, CHIEF INFORMATION OFFICER
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OPENING STATEMENT OF SENATOR STEVE DAINES

Senator DAINES. Good afternoon. The subcommittee will come to order. Welcome to the third of our fiscal year 2019 budget hearings for the Legislative Branch Appropriations Subcommittee.

We have with us today the Honorable Michael Stenger, the newly appointed Sergeant at Arms, and Chief Matthew Verderosa, Chief of the U.S. Capitol Police.

I want to sincerely thank both of you for being here today, and I want to welcome Mr. Stenger to your first hearing before this subcommittee.

Both the Capitol Police and the Sergeant at Arms work to ensure the smooth operation of the legislative process. You enable us to more effectively do our job by protecting the Capitol campus and our State offices in providing training on matters from emergency preparedness to cybersecurity so that we have the capability to protect ourselves as well. We truly appreciate the work that you do.

The Sergeant at Arms' request for fiscal year 2019 is \$210.7 million, an increase of approximately \$2.1 million above the fiscal year 2018 enacted level. The request includes \$84.2 million for salaries and benefits, and a request of \$126.6 million for expenses. The request continues cybersecurity initiatives to protect our network and

educate end-users, and provides support for the day-to-day operations of the Senate.

The Capitol Police requests a total of \$456.4 million, an increase of \$29.9 million above the fiscal year 2018 enacted level. Of the funding requested, \$374.8 million is for salaries and benefits to cover fixed cost increases for pay and benefits of existing staff, an additional 72 sworn officers, as well as 21 civilians, for a total force of 2,015 sworn officers and 441 civilians.

The request for the general expenses account is \$81.6 million, an increase of \$6.8 million above the fiscal year 2018 enacted level. This increase supports replacement of body armor and weapons, as well as mission-essential training for officers.

The request supports continued growth of the force for new mission requirements and increasing protection of the campus. I look forward to gaining a better understanding of your needs to fulfill these requirements here today.

Now, I would like to turn to my ranking member, Senator Murphy, for any opening remarks he may like to make.

STATEMENT OF SENATOR CHRISTOPHER MURPHY

Senator MURPHY. Thank you very much, Chairman Daines.

Welcome to both of you. Mr. Stenger, congratulations on your new role. Chief Verderosa, thank you for everything you do every day.

I cannot say it better than the Chairman. Nothing that we do here, none of the experiences that visitors to the Capitol Complex have, mean a thing unless they and we are safe. You spend every day thinking about how to preserve the safety of Members, our staff, and the public, so I primarily want to use my time to say thank you once again for all the great work that you do, and I look forward to your testimony and questions.

Thank you, Mr. Chairman.

Senator DAINES. Senator Hyde-Smith.

STATEMENT OF SENATOR CINDY HYDE-SMITH

Senator HYDE-SMITH. Thank you, Mr. Chairman, for convening the hearing.

Thank you guys for being here. I am the new one, so you just went through the briefing with me, and you were so thorough. I really appreciate everything you did to make sure I was aware of the needs and the protocol, should something arise.

You are just so critical with the entire Complex, in keeping us safe and ensuring that operations are run well and organized. Your offices sure make it feel better when I have visitors to come in, and I know they are in a safe environment.

I realize that it is National Police Week, so I just want to say thank you for your sincere commitment of what you do, for the U.S. Capitol Police and the Sergeant at Arms, because we know how vital and important your work is. I, for one, appreciate what you do and the way you handle your jobs.

Thank you very much.

Senator DAINES. Thank you, Senator Hyde-Smith.

I would like to ask the witnesses, beginning with Mr. Stenger, to give a brief opening statement of approximately 5 minutes.

Mr. Stenger.

SUMMARY STATEMENT OF HON. MICHAEL STENGER

Mr. STENGER. Mr. Chairman, Ranking Member Murphy, distinguished Members of the subcommittee, thank you for the opportunity to appear before you today and present the Sergeant at Arms 2019 budget request.

Mr. Chairman, this budget request reflects a modest increase of 1 percent over the fiscal year 2018 enacted budget. The increase to our salary budget includes nine contracted full-time equivalent (FTE) conversions and inclusion of a Chief of Data Security.

I would like to thank the subcommittee for its support in providing funding for our initiatives. The Sergeant at Arms provides critical safety planning and support to ensure the legislative process goes unimpeded. I can provide this planning and support because of the talented leadership I have behind me, Jim Morhard, my Deputy; Assistant Sergeants at Arms Dick Attridge, John Jewell, Krista Beal, and Mike Chandler; as well as Terence Liley, my General Counsel; and Robin Gallant, my Chief Financial Officer.

In this budget, we are taking a strategic view as it relates to the safety and security of the Senate. We remain focused on ways to adjust to the challenges of today's evolving security environment, as our adversaries change their tactics, techniques, and methods.

In order to ensure the safety of the Senate campus, my security planning and police operations directorate provides direct support to the Senate community by monitoring and reporting on emergencies. We accomplish this through our staffing in the Capitol Police Command Center during all hours that the Senate is in-session. In 2017, we monitored over 360 such incidents and provided timely feedback to the Senate staff.

This directorate is also home to the State Office Readiness Program, which provides security enhancements to the 473 State offices. They also provide training for State staff through webinars, video teleconferencing, and in-person visits on topics such as active threats and security awareness.

My Intelligence and Protective Services Director works with Senate offices to coordinate public event schedules with the Capitol Police. Together, they develop protective security strategies to ensure the safety and security of the Senators and their staff when planning and attending public events. During 2017, we successfully provided Intelligence and Protective Services guidance, law enforcement coordination, assessment, and support for 147 public events that Senators attended.

The CIO office continues to focus on addressing threats in the cyber domain. We appreciate the committee's support during fiscal year 2018, funding our 33 contractor-to-FTE conversions and the 23 new FTEs to bolster our cyber capabilities.

We identified a need for additional resources in our cybersecurity program when we moved from a reactive to a proactive cybersecurity strategy. These additional FTEs provided in the 2018 budget request are critical in bolstering our cybersecurity preparedness and mitigation strategy.

Though cybersecurity begins with users, in 2017, we constructed a robust cybersecurity awareness program providing real-time, actionable information to users. While technical solutions such as firewalls, antispymware, and antivirus software aid in protecting Senate data, end-users are still the first and most effective line of defense for protecting the security of sensitive information.

To help ensure the Senate staff are best prepared for this important responsibility, we provide cyber awareness sessions to Member offices, including the State offices and committees.

During Cybersecurity Awareness Month, we focused on security awareness using social media applications, providing cybersecurity training and resources, and implementing critical overall cybersecurity strategy.

With the technologies we have procured, we are able to provide cyber defenses against malicious messages while providing advanced analyses of these messages. We also continue to analyze and block malicious websites, files, and other attacks on the Senate network. We will continue to reduce cybersecurity risk through providing more frequent and improved reports to Senate offices.

Finally, we continue to build and maintain partnerships with other agencies, organizations, and private industries through information-sharing. These partnerships ensure that we develop advanced and current solutions to counter the spread of destructive malware. Coordination allows us to plan and train for future cyberattacks.

We also provide day-to-day operational support for the Senate. It is important to ensure that the Capitol facilities meet the expectations of the Members and the public.

Our mail security and postal handling service is a critical safety function for the Senate.

The Chamber operations recording studio and media gallery support the ability for Senators to communicate with their constituents and ensure transparency in the legislative process.

We look forward to working closely with you and the subcommittee staff. I will be happy to answer any questions that you may have.

[The statement follows:]

PREPARED STATEMENT OF HON. MICHAEL STENGER

INTRODUCTION

Mr. Chairman, Ranking Member Murphy, and Members of the subcommittee, thank you for allowing me to testify today. I am pleased to report on the progress of the Office of the Senate Sergeant at Arms (SAA) and our plans to enhance our service to the Senate.

For fiscal year 2019, the SAA requests a total budget of \$210,752,000. This request represents a modest 1 percent increase from the fiscal year 2018 enacted budget. Since that time, we have realized significant cost savings from staff buyouts completed in 2013 and 2016 and from rigorous contract management and restructuring, while continuing to provide critical, high-quality services the Senate community has come to expect. Our customer satisfaction levels remain high and we remain good stewards of the funds entrusted to us.

Leading the efforts of the SAA is an outstanding senior management team, including my Deputy Jim Morhard; Assistant SAAs Dick Attridge (Protective Services and Continuity), John Jewell (Chief Information Officer), Mike Chandler (Operations), and Krista Beal (Capitol Operations); General Counsel Terence Liley; and Chief Financial Officer Robin Gallant. The many goals and accomplishments set forth in this testimony would not have been possible without this team's leadership.

and commitment, as well as the dedication of the women and men who work for the Senate SAA office.

PROTECTIVE SERVICES AND CONTINUITY

Emergency Preparedness

We designed our plans and procedures to safeguard the life safety of Senators, staff, and visitors by equipping them with the tools and training to respond to emergencies. Our primary objective is to ensure the Senate continues its essential functions following emergency events.

During 2017, the Emergency Preparedness office worked with Senate offices to update 106 Emergency Action Plans using guidelines from the Congressional Accountability Act. We supplied kits, annunciators, and escape hoods, as well as ensuring Member suites displayed evacuation maps with routes and elevator locations for mobility-impaired individuals. New Member offices received personalized training on emergency preparedness procedures, personnel accountability, and equipment use. We distributed *Emergency Preparedness Quick Reference Guides* to familiarize Members and Office Emergency Coordinators with critical information about responding to threatening situations and emergency events, and to highlight key actions necessary during life safety events. We also assisted 26 Member offices and committees with drafting Continuity of Operations (COOP) plans, strengthening the Senate's ability to continue performing its essential functions during and after disruptive events.

We conducted 280 classes, training over 3,800 staff on a variety of topics including responding to active shooters, protective actions, emergency action planning, and ALERTs/Remote Check-in procedures. The "Responding to an Active Shooter" class taught with the U.S. Capitol Police (USCP) provided participants with an understanding on how to react and what to expect from law enforcement. Moreover, we hosted more than 180 visitors at our annual Preparedness Fair, which provided information about resources available in the National Capital Region.

The readiness and protection of Senators, staff, and visitors within the Senate Chamber continues to be a primary focus. We worked with USCP to conduct a full-scale exercise to validate the *Chamber Emergency Action Guide*. The exercise included more than 250 participants, many from Member offices. Participants responded to a variety of scenarios, including aircraft intrusion, rapid building evacuation, and active shooter simulation inside the Chamber, all resulting in staff taking rapid protective measures.

We manage Alternate Chamber and Briefing Center planning efforts for the Senate, and constantly aim to improve offsite capabilities should relocation become necessary. We conducted a multi-day, full-scale exercise of the Alternate Chamber at Ft. McNair to confirm the location's viability. This exercise included participation from approximately 40 Member offices and committees. The Emergency Preparedness office also developed and implemented the Capitol Visitor Center (CVC) COOP Program, allowing the Senate to use this space during a continuity event.

In collaboration with USCP, we continue to conduct annual evacuation, shelter in place, and internal relocation drills to familiarize staff with effective life safety responses in emergencies. We supported more than 30 drills that included the Capitol, CVC, Senate office buildings, Senate Page School, Employee Child Care Center, and Postal Square. Many of these exercises were "no notice" to create a more realistic response to emergency events. In fiscal year 2017, we conducted our first aircraft security threat evacuation drill for Senate office buildings, requiring staff to evacuate their buildings and move farther away from the Capitol than they normally would. We also conducted an internal relocation drill during a non-recess week to evaluate realistic staff levels that would relocate to these sites. Feedback from both exercises was overwhelmingly positive and we were able to make improvements to our plans based on lessons learned.

We partnered with the USCP, House, and Architect of the Capitol (AOC) to acquire and roll out the Joint Emergency Mass Notification System (JEMNS), the first joint alert notification system on Capitol Hill. JEMNS adds desktop pop-up features and smartphone applications to convey critical life safety notifications to the Capitol Hill community. The final product eliminates the need for legacy notification systems, saving the Senate approximately \$400,000 a year. In 2018, JEMNS will be expanded to include the Library of Congress (LOC). During fiscal year 2019 we will lead the Joint Audible Warning System (JAWS) project to replace the outdated annunciator system in order to project audible life safety alerts throughout office spaces. JAWS will make it easier for USCP officers to communicate life safety messages in areas not supported by the Public Address System. Project expenses will

be shared with the House, USCP, AOC, and LOC, allowing for potential volume discounts and reduced infrastructure costs.

To ensure we can handle call volumes from friends and family of staff affected by a mass casualty event, we led an effort between the Senate, House, USCP, and AOC to award a joint contract for comprehensive Call Center services at a cost savings to all stakeholders.

Staff communications, when executing emergency plans, remains key in achieving successful outcomes, especially while deployed at continuity sites. We are finalizing plans to modernize an outdated radio system and permit multi-agency interactions on encrypted equipment during exercises and real-world events. We are working with executive branch agencies to acquire secure, interoperable mobile devices that provide classified communication capabilities for officers and emergency response staff. We are also collaborating with the House, USCP, AOC, and LOC to update and manage joint continuity communications plans and procedures.

Finally, to improve the ability to prepare for and respond to life safety and COOP events, we are converting several vendor support staff to full-time employees, eliminating two major contracts valued at \$900,000 and saving approximately \$100,000 annually. This conversion will allow us to better retain talented staff and add capabilities and skillsets for unclassified continuity facilities and life safety emergency planning.

Contingency Programs

My team continues to develop and refine contingency plans in collaboration with the Joint Congressional Continuity Board and with executive branch agencies to sustain a common approach to preparedness. We developed an inter-branch Memorandum of Agreement ensuring organizational interests are represented across the continuity arena. Further, the completion of a Joint Congressional Continuity Strategy document was a major milestone achieved last year, to ensure Congress can meet its Constitutional obligations and perform its essential functions under any circumstances. Another successful continuity initiative includes the completion of robust contingency site plans and expanded site capabilities stemming from collaboration between the Senate, House, and USCP. We are making significant progress on developing an austere capability that greatly improves the Senate's readiness posture.

We continue managing a comprehensive Senate exercise program to routinely practice and validate plans. Last year, we conducted 23 exercises covering all aspects of continuity, including Mobile Assets, Alternate Chamber, Chamber Protective Actions, Emergency Operations Center, Briefing Center, communications, transportation, continuity staffing, evacuations, internal relocation, shelter in place, alert notifications, and continuity of government. Our planners provide an objective, independent analysis of life safety and continuity programs and assist in the validation and improvement of actionable plans by identifying strengths, weaknesses, and lessons learned through no-fault environments. This approach ensures program objectives are met in a manner that continues to benefit Members and staff.

Security Planning and Police Operations

This office provides security and law enforcement support for the Senate community in Washington, DC, and over 450 State offices. In fiscal year 2017, we coordinated 1,508 Senate campus access requests—an increase of 8 percent. Further, we worked with the Committee on Rules and Administration and USCP to publish numerous door and barricade restrictions during recess periods, special events, and holidays. Additionally, we coordinated security coverage of 538 committee hearings, a 40 percent increase over the previous year, and conducted four Member residential security assessments.

We also provide situational awareness through USCP Command Center support. During fiscal year 2018 we transitioned from a contract to full-time staff who are on duty while the Senate is in session and during periods of recess. Approximately 480 incidents and events, a 31 percent increase over the previous year, were monitored through this program last year. Security oversight and coverage during the Inauguration, State of the Union address, summer concert series, and various joint sessions of Congress was also conducted.

The State Office Readiness Program provides security systems and enhanced office security construction designs—as well as preparedness equipment, training, and services—to approximately 450 State offices without impacting Member office budgets. During 2017, the program provided physical security enhancements to 35 new Member State offices, as well as enhanced security in 21 existing offices. The program also trained nearly 300 Office Emergency Coordinators, staff, and interns through 24 online classes and webinars. We continue supporting State offices to

comply with the Congressional Accountability Act in their emergency action and Continuity of Operations plans through coordinated development and storage of their master documents. In 2018, we will initiate a program to notify State offices of potential protest activity.

Intelligence and Protective Services

We recognize the value of maintaining collaborative partnerships with various Federal, State, and local law enforcement, intelligence, and force protection entities to synchronize information, identify security risks, monitor threat streams, and maintain situational awareness. This ensures appropriate mitigation and prevention strategies are deployed for protecting the safety and security of the Senate, domestically and abroad.

Growing social media platforms and the availability of open source materials has allowed individuals to spread malicious intents and activities to a wide-ranging audience. Intelligence and Protective Services thus proactively monitors and analyzes platforms for potential threat activity as well as engages with community partners and subject matter experts to maintain security-related situational awareness in an effort to deter malicious acts against Members, their families, staff, and associated locations.

Our office collaborates with USCP and other law enforcement to ensure appropriate outreach and coordination for specifically targeted Members and staff. Further, we monitor, evaluate, and conduct vulnerability, risk, and threat assessments to determine and apply suitable security measures and protective operations coverage. We conduct situational awareness outreach for the Senate community regarding significant upcoming events or planned activities around the Capitol complex and State offices to prevent adverse impacts to Senate business. Finally, we partner with USCP and other agencies to support contingency and oversee security operations planning to ensure incident management and response action plans are in place.

INFORMATION TECHNOLOGY

Cybersecurity and Response

The SAA is in the third year of transforming the Cybersecurity Program from being reactive to becoming proactive. In 2016, gap analysis identified personnel and process shortfalls subsequently addressed in the 2018 budget request. We intend to capitalize on this throughout 2018 and 2019 with the additional FTEs provided in the fiscal year 2018 budget request.

We continue to focus our efforts on cyber threats. Last year, we implemented a robust Cybersecurity Awareness Program providing real-time, actionable information to users. While technical solutions such as firewalls, anti-spyware, and anti-virus go a long way toward protecting information, end-users are still the first and most effective line of defense.

To help ensure Senate staff are best prepared for this important responsibility, we provide Cyber Awareness sessions to member offices, to include State offices, and committees. For example, we sponsored the October Cybersecurity Awareness Month focusing on social media topics to instill security awareness when using these applications. Throughout 2018 and 2019, we will continue to increase training and resources to the Senate offices.

We are undergoing a shift in focus toward cybersecurity risk in 2018 and will provide risk reports to assist offices in lowering their risk. In 2017, we provided 86 reports, identifying vulnerabilities requiring remediation, to Member offices. Throughout 2018 and 2019, we will refine and improve this reporting by conducting cybersecurity audits and identifying personnel requiring cybersecurity training. These audits will identify and measure vulnerabilities based on risk. Further, we will have audits performed on the Cybersecurity Department to determine how effectively the Cyber Security Operations Center can detect, react, and recover from cyber threats. This will provide leadership a more holistic review as to the resiliency of the entire Cybersecurity Program.

CIO Security Enhancements

We are working with offices on the multi-factor authentication effort to identify business needs for enhanced security. This past year, we worked with office representatives to understand their concerns and requirements. We then surveyed the marketplace for possible solutions. We are developing a procurement strategy to identify the best solutions for the Senate.

In response to office requirements, the SAA conducted an analysis for a Credential Management Solution. We validated the requirements with Member and committee offices and SAA stakeholders. We selected and implemented a solution to se-

cure and manage passwords and other user authentication information based on the Senate's business and technical requirements. The Credential Management service was made available to all offices in March 2018.

In response to an ongoing need for increased security of privileged accounts, we expanded enrollment of SAA staff credentials with administrative access to highly valuable data into our Privileged Access Management solution (PAM). PAM significantly increases the security posture of Senate information systems, protecting the most sensitive data by limiting exposure of privileged credentials and protecting access to those credentials with two-factor authentication. We have fully enrolled user credentials for all administrators of our network authentication, messaging, enterprise mobility management, and Virtual Machine Infrastructure systems, as well as the administrators of numerous cybersecurity threat detection and management systems. We are expanding PAM services to offices for the protection of their most sensitive systems administration accounts, including the accounts used to administer their Constituent Services Systems.

We maintain the digital identity data that supports IT-related business requirements of the Senate. In maintaining the authoritative source of digital identity data for the Senate community, we process over 8,000 identity requests and credential matching tasks annually. The mature Identity and Access Management (IAM) program under development will enhance data security by centralizing the on-boarding, identity maintenance, access, and de-provisioning of identities requiring access to applicable Senate systems. We are beginning the multi-year implementation of a software suite that will automate 90 percent of the aggregation tasks (identity requests and credential matching). Automating on-boarding, de-provisioning, and digital identity lifecycle tasks will greatly improve the productivity of Senate offices by reducing the administrative burden associated with hiring, terminating, and transferring personnel.

The CIO supports the IT portion of our Continuity of Operations programs through a variety of IT-related functions. This support includes our Mobile Communication Vehicles, network and phone communications for Alternate Chamber Operations, Leadership Coordination Centers, Emergency Operations Centers, and Briefing Centers.

Enterprise and Network Services

We remain focused on increasing connectivity speed in both the State Senate offices and the Senate DC campus. We have completed the migration to broadband Internet service for State offices, providing these offices significant increases in bandwidth at each of the 450-plus locations. The increased bandwidth also supports emerging technologies such as improved video conferencing capabilities. The Senate wireless network comprises over 1,180 wireless access points supporting, on average, 3,500 concurrent users per day in 12 campus buildings and multiple State offices. State office access point purchases have increased 30 percent over this last year. We have installed just under 30 additional access points throughout the Senate Complex and increased the 5 GHz channel width to improve the user experience, adding additional redundancy and bandwidth.

As a part of our 5-year data center plan, we switched our primary and alternate data centers, making our Virginia data center primary and Capitol Hill data center the alternate to support continuing operations plans. We are in the process of researching feasibility of moving our alternate data center to a Legislative-owned building on Capitol Hill. For 2018 and 2019, the focus will shift to adding additional redundancy within the Senate data centers. We have begun by collapsing existing network connections into single pairs of switches at each location and aggregating all internal services. In addition, this will prepare the network for the future where various systems will be sharing hardware, allowing for more virtualization and elasticity.

Moving over 800 Virtual Machines to the new primary data center positions the SAA to achieve improved uptime and greater system resiliency. We upgraded the Senate's Virtual Machine Infrastructure (VMI), which hosts over 1,100 virtual servers and supports nearly every Senate application. We upgraded the software supporting the VMI infrastructure, adding new functionality, additional redundancy, enhanced disaster recovery capabilities and the ability to leverage Multi-Factor Authentication. Additionally, we started the planning and assessment process to upgrade the storage platform supporting the VMI. The next storage solution will further improve performance, enabling the CIO to virtualize even the most demanding applications. With the recent improvements to the Senate's VMI, we are revisiting consolidated, virtualized Constituent Services Systems solutions to reduce the server footprint.

In response to office requests, we expanded our enterprise storage services to include Media and Archive Storage (MAS), a cost-effective solution for archival of high-capacity data. MAS provides scalable storage for a variety of file formats and can be increased or decreased based on current demand and usage. In contrast to traditional storage procurement, MAS enables us to quickly and more precisely address unknown capacity requirements that are subject to rapid change and pass lower cost to offices utilizing the service.

Enterprise and System Development Services

We continue to work in partnership with the Secretary of the Senate to modernize the Financial Management Information System. Several new financial modules are scheduled for implementation this year, allowing for the retirement of legacy system components. This multi-year joint effort will continue until the financial system modernization is completed. We continue to support operations and enhancements to the PeopleSoft Senate Payroll System and Human Resources Information System. We also developed a new feature for the Payroll Employee Self Service to allow employees the option to stop receiving paper pay advices, W2s, and Affordable Care Act forms in the mail.

We continue to manage shared resources to host office websites on senate.gov. As part of the ongoing effort to modernize the underlying senate.gov platform, we identified a solution to enable better management of the shared resources while continuing to provide flexibility and autonomy. This year, we completed the installation of OpenShift Enterprise, enabling us to define website hosting environments for each office with dedicated resources. Beginning in the spring of this year, all new websites are being deployed on the modern platform. We will continue capitalizing on this to best support our customers.

TranSAAct is our platform for doing business online and addressing the requirements of offices. Over the past year, we have continued to add functionality to TranSAAct. We completed improvements to the communications services requests and updated the ID request forms to reflect new business processes and rules. We also added the ability to review and request remote access tokens, updated the software subscription renewal pages, updated billing presentation to be more meaningful to committees; added service recipient profiles to reduce redundant data entry and updated the underlying technologies to keep pace with technology improvements. This year, we are working with stakeholders to integrate changes related to the new technology catalog and to make appropriate changes to TranSAAct based on new business processes supporting a new Identity and Access Management system.

Office Application Manager (OAM) is a secure and replicated Web-based application that provides Member offices and support organizations the ability to create and manage customized online forms such as service academy nominations and internship and fellowship applications. It also includes tools to handle requests from constituents and communicate back to them via email. In the last year, we worked with Senate staff to enhance the questionnaire customization functionality to allow offices the ability to create sub-questions so answers are more informative. This new feature will improve the offices' ability to receive more targeted and accurate responses from applicants or requestors. To date, 67 offices and support organizations have OAM accounts, with 480 questionnaires created.

IT Support Communications

The SAA is responsible for the digital signage located throughout the Hart, Dirksen, and Russell buildings, under the direction of the Senate Committee on Rules and Administration. The digital signage includes interactive directory services, hearing schedules, and future graphical wayfinding capabilities and location based emergency notifications. This multi-year project will expand the signage to approximately 58 locations throughout the Senate office buildings, located at entrances, stairwells, elevators, and other high-traffic areas.

The much anticipated, multi-year effort to upgrade and modernize the State office telephony infrastructure for all 450-plus State offices is underway and the first 14 offices have been completed. It will provide each State office with new hardware, increased flexibility, a feature-rich voicemail platform, and additional security at a lower cost. The SAA onsite installation experience is increasing the SAA's view and understanding of the Senate offices' telephony needs, as well as building strong working relationships with the office staff.

We are beginning our implementation of Session Initiation Protocol (SIP) trunk lines, which will remove our dependency on Verizon for trunking, generating cost savings over the next several years. The upgrade of several servers integral to the

DC telephone switch will allow us to improve support and be prepared for future technologies.

While our DC voicemail platform has been upgraded to allow for additional features and redundancy, we are now working on expanding capacity due to increased voicemail traffic. This upgrade will split our voicemail platform into two separate clusters in order to dedicate additional resources for voicemail traffic, allowing for maximum capacity on each cluster while still maintaining the features, functionality, and flexibility required to support Senate offices.

Our central IT Help Desk answers approximately 11,000 inquiries from Senate users annually, taking trouble reports, and coordinating the activities of technicians who resolve problems by phone, online, and in person. During the past year, the installation team completed more than 7,000 installation projects, received a 99 percent score on timeliness, while the Help Desk resolved 48 percent of trouble tickets during the initial call.

OPERATIONS

Central Operations

Transportation and Fleet Operations

Transportation and Fleet Operations procures, manages, and maintains Senate vehicles; operates the Senate Daily Shuttle service; and provides the Senate with emergency transportation and logistics support. The fleet includes trucks, vans, buses, SUVs, electric vehicles, handicapped-accessible vehicles, and Segways. During fiscal year 2019, we will focus on reducing older vehicle inventory with newer, more efficient vehicles to better meet the needs of our customers. In fiscal year 2017, staff transported more than 25,000 passengers through the SAA Shuttle service.

Photography Studio

The Photo Studio provides photography and photo imaging services for Senate offices and committees. The studio manages and maintains the Photo Browser application, which provides Senate offices a secure, accessible archive of all photos accumulated during a Senator's term in office. This application contains more than 1.5 million photo image files. In 2017, staff photographed more than 100,000 images, produced more than 64,000 photo prints, and coordinated end of term archiving of more than 77,000 photo images for Senators.

Printing, Graphics and Direct Mail

Printing, Graphics and Direct Mail (PGDM) provides support to the Senate community through graphic design, printing, photocopying, mailing, document preservation, logistics, and security—completing more than 45,900 job requests and 2,650 various deliveries throughout the Capitol Hill campus and offsite locations during fiscal year 2017.

As a good steward of fiscal resources, PGDM garnered notable savings for the Senate, including:

- Reducing equipment maintenance costs by \$74,000 through re-negotiating contracts.
- Saving more than \$1.1 million by locally producing charts for Senate floor proceedings and committee hearings in spite of a 12 percent increase in production.
- Saving more than \$855,000 in postage by pre-sorting and discounting 3.7 million pieces of outgoing Senate franked mail.

Digital publications and multimedia are becoming an increasingly important complement to printing. In fiscal year 2017, PGDM leveraged applications such as Adobe Creative Suite to create and host rich interactive HTML5 documents. PGDM can now create more integrated campaigns by using digital technology and creating both print and digital editions to extend our content delivery to computers, tablets, and smartphones.

PGDM has incorporated electronic forms, allowing Senate offices to efficiently convert paper-based processes (fax machines/fillable PDF submissions) to web-based service. The electronic form provides internal and external users a process to collect data efficiently and accurately, while streamlining operations such as tracking, auditing, and reporting, without having to invest in IT infrastructure or software developers. In fiscal year 2017, the electronic State Office Form allowed Senate DC and State offices the ability to submit over 1,700 forms containing monthly postal charges for financial accounting purposes.

In fiscal year 2017, PGDM's Senate Support Facility upheld the SAA mission for operational security by receiving 5,381,526 items from the U.S. Capitol Police offsite inspection facility and transferring them to the Senate Support Facility. This proc-

ess eliminated 423 truck deliveries to the Capitol Complex, reducing traffic and allowing the USCP to focus on other aspects of safety.

Senate Post Office

The Senate Post Office's workforce tests and delivers mail and packages to more than 180 locations within the Capitol Complex, while providing a messenger service to multiple locations within the Washington metropolitan area. In fiscal year 2017, the Senate Post Office safely processed and delivered 11.9 million incoming mail items. The Government Accountability Office reimbursed the SAA \$11,000 for screening their incoming U.S. Postal Service mail. The Senate Post Office purchased 150 additional mail-screening workstations for Senate State offices to replace older units. Additional mail screening workstations will be purchased in the next year to ensure availability of the most current equipment for all State staff.

Capitol Facilities

Capitol Facilities supports the work of the Senate by providing a clean, professional environment in the Capitol for Senators, staff, and visitors. Our Environmental Services Division cleans Capitol offices, hallways, and restrooms; moves furniture for offices; and provides special event setups for 15 meeting rooms in the Capitol and the Senate Expansion space in the Capitol Visitor Center. The Furnishings Division provides furnishings—including stock and custom furniture, carpeting, and window treatments to Capitol offices. It also provides framing services for Senate offices and committees. Focus continues on realizing cost savings and improved efficiency, while not sacrificing service. Capitol Facilities has combined job specialties and engaged in cross-training employees to ensure services are maintained at the highest level. Current initiatives include ongoing upgrades to our online work order system to notify staff of new work orders, track workloads, and provide 3D furnishing floorplans to Senators for use in their Capitol offices.

Office Support Services

The State Office Liaison staff serve as the conduit between Senate offices and commercial landlords, or the General Services Administration for Senate offices in Federal facilities, overseeing 450 State offices. Managing this important program helps assure every Senator's ability to meet the growing needs of their local constituencies.

CAPITOL OPERATIONS

Ensuring that our customers—both internal and external—have access to the Senate and understand its work remains the focus of the SAA's Capitol Operations team. Over the past year, team members provided a range of services to Senators and their staffs, visitors to the Capitol, members of the news media who cover Congress, and the public. Capitol Operations continues to focus on providing timely, accurate, and useful information that promotes safety, increases transparency, and enhances the experience of those who work in and visit the Senate.

Senate Recording Studio

In a time of instant communication and demands for transparency, the Senate Recording Studio ensures the Senate's work remains accessible to the public. During 2017, the Recording Studio provided 1,166 hours of gavel-to-gavel coverage of Senate floor proceedings and continues to provide technical support for live streaming and archiving of the proceedings on the Senate's website, www.senate.gov. Last year, the streamed proceedings were viewed 6.02 million times, an increase of 180 percent over 2016. Additionally in 2017, 586,295 unique visitors visited the site, an increase of 239 percent over the previous year. To keep the quality of this production in line with current standards, the studio upgraded the Senate floor audio system in 2017. The Recording Studio also broadcast 750 Senate committee hearings in 2017, a 38 percent increase over 2016. The studio coordinates with Voice of America, the Department of State, and other agencies to provide these hearings to a larger audience. Another priority of the Recording Studio is to enable Senators working in DC to communicate with their constituents back home. During 2017, the studio produced 1,037 television productions, an increase of 29 percent over the previous year. Additionally, the studio produced 1,308 radio productions, a 46 percent increase over 2016.

Senate Media Galleries

For members of the news media, the Senate remains one of the most open and accessible institutions of government. On any given day, hundreds of reporters, producers, photographers, videographers, and technical support personnel can be found

in hearing rooms, hallways, and in the Chamber, bringing the news of the Senate to people across the country and around the world.

The four Senate Media Galleries ensure the news media can conduct business efficiently, safely, and in a manner consistent with Senate rules. The unique structure of the Media Galleries, dating back to the earliest days of the Senate, requires close cooperation with the Standing and Executive Correspondents' Committees, the USCP, and press secretaries and communications staff of Senators' offices and committees. Media Gallery staff facilitate media credentials and arrange for more than 7,000 members of the news media to cover the Senate each year. In the past year, the number of media credentials issued has risen 18 percent.

Daily Press Gallery

Last year, the Daily Press Gallery issued credentials to approximately 1,600 journalists. As custodians of the largest press complex on Capitol Hill, the gallery staff serve more than 100 reporters who work in the Press Gallery on a regular basis. Gallery staff control access to the Press Gallery inside the Senate Chamber and ensure gallery rules are followed. They coordinate with Senate committees on press coverage for hearings and other events around Capitol Hill. The staff remain focused on modernizing services, streamlining the online credentialing process, and maintaining real time website updates on Senate floor proceedings and notifications to Senate staff and reporters via email and Twitter (@SenatePress).

Periodical Press Gallery

The Periodical Press Gallery supports the news media working for non-daily periodicals and their online publications. Media presence on Capitol Hill has increased dramatically over the past year, and gallery staff help maintain crowd control in the Senate subway and the Ohio Clock Corridor during votes and party caucus meetings. Gallery staff continue to process new press applications in consultation with the Executive Committee of Periodical Correspondents, and renew press credentials for approximately 1,200 correspondents. The staff remain focused on streamlining communication with gallery members and Senate staff. For example, the number of followers to the gallery's Twitter account (@Senate PPG) grew over 23 percent in 2017 to 7,486 followers. These efforts help drive traffic to the gallery's website, where information on Senate floor proceedings, the credentialing process, and Senate factoids are consolidated.

Press Photographers Gallery

The Press Photographers Gallery supports photographers representing news organizations from across the United States and around the world. Last year, the gallery credentialed approximately 300 news photographers. Unlike the other three Media Galleries, which have counterparts in the House of Representatives, Press Photographers Gallery staff support the media at news events and hearings for both Houses of Congress. During the past year, gallery staff supported press logistics at many high profile hearings and events. The gallery staff work with other SAA offices, the U.S. Capitol Police, and Senate offices to ensure press photographers have access without interfering with the duties of the Members. Additionally, the gallery is fine-tuning the press logistics for Continuity of Government plans.

Radio and Television Gallery

The Radio and Television Gallery serves as the Senate's primary contact to the broadcast news, ensuring the Senate's broadcast coverage rules are followed. Gallery staff function as liaisons between Senate offices and the broadcast media. In 2017, staff assisted in organizing coverage of more than 200 news conferences, 1,400 committee hearings, 160 photo opportunities, and 40 special events—a significant increase over the previous year. The gallery issued credentials to approximately 4,000 television and radio reporters, producers, and technical personnel. The gallery also maintains the studio and technical infrastructure Senators use for news conferences.

Senate Doorkeepers

Senate Doorkeepers play a critical role in supporting the legislative process. They provide access to those with Senate floor privileges; enforce the rules of the Senate floor; and facilitate the needs of Senators, Senate floor staff, and Senate Pages. Doorkeepers also provide support for a number of special events attended by Senators, their families, and special guests. In addition to directly supporting Senators, Doorkeepers ensure people from around the world can visit the Senate Galleries safely. Doorkeepers are also tasked with emergency preparedness roles, and balance the dual priorities of maintaining access and preparing for emergency situations.

Senate Appointment Desks

The Senate Appointment Desks are responsible for processing thousands of guests who enter the Capitol each year for business meetings or other purposes in a safe and efficient manner. During 2017, approximately 220,000 visitors were processed through our network of Appointment Desks located on the first floor of the Capitol, in the basements of the Russell and Hart Senate office buildings, and in the Capitol Visitor Center (CVC). Of these, 116,000 visitors were in the Capitol Complex for official business or for a meeting with a Member, a Member's office, or a committee. In addition, more than 29,000 international visitors relied on the CVC Appointment Desk for Senate Gallery Passes and information.

SAA HUMAN RESOURCES

The SAA Office of Human Resources provides personnel services and advice to SAA managers and employees. In addition, SAA Human Resources provides workers' compensation, ergonomic assessments, Americans with Disabilities Act accommodation requests, and recruitment services to the broader Senate community. During fiscal year 2017, the Senate Placement Office received 590 requests for recruitment assistance from Senate offices and processed 29,304 resumes, with 2,088 resumes collected and referred. Overall, in fiscal year 2017, the Placement Office processed 35,435 resumes from applicants for Senate employment.

SENATE OFFICE OF EDUCATION AND TRAINING

The Office of Education and Training ensures all Senate staff have the resources and skills needed to perform their jobs. In 2017, nearly 3,000 staff attended in-person classes and over 1,400 attended online classes. The office facilitated three conferences for over 170 State staff, and provided customized training, facilitation services, and coaching to Members, committees, and support offices, in which more than 2,000 staff members participated. This year, the office plans to continue to offer leadership development, introduce training opportunities for administrative directors and chief clerks, and increase the library of online lessons.

The Health Promotion section within Education and Training provides mandated health promotion activities and events for the Senate community. Each year, the office coordinates and hosts the 2-day Health and Wellness Fair. In 2017, more than 2,100 staff participated in health promotion activities, which included screenings for glucose, cholesterol, and blood pressure; exercise demonstrations; and seminars on topics including healthy eating and cancer prevention.

EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program (EAP) offers a variety of emotional, behavioral and work-related support resources and services to staff, their family members, Senate Pages, and interns. In 2017, nearly 1 in 20 Senate employees used the services of an EAP counselor; 181 employees took an online mental health screening; 31 managers requested a supervisory consultation; 2,862 employees attended an EAP training activity; and 1,593 employees accessed resources for personalized information and referrals addressing childcare, parenting, adult care, aging, education, legal concerns, and/or financial issues.

CONCLUSION

The SAA organization is composed of a diverse array of departments. All of them exist to serve the Senate so that it can function as part of the legislative branch of our government. To provide the checks and balances on any administration, the legislative branch must be able to function efficiently in an effort to create and pass legislation. To do so, the Senate SAA must and will provide the needed services that allow the legislative branch to function.

APPENDIX A

FISCAL YEAR 2019 BUDGET REQUEST

Office of the Sergeant at Arms—United States Senate

FINANCIAL PLAN FOR FISCAL YEAR 2019

(\$000)

Category	Fiscal Year 2018 Enacted	Fiscal Year 2019 Request
General Operations & Maintenance		
Salaries	\$78,565	\$84,157
Expenses	71,116	68,259
Total General Operations & Maintenance	\$149,681	\$152,416
Mandated Allowances & Allotments	42,188	43,759
Capital Investment	9,590	7,851
Nondiscretionary Items	7,182	6,726
Total	\$208,641	\$210,752
Staffing	910	920

To ensure that we provide the highest levels and quality of security, support services, and equipment, we submit a fiscal year 2019 budget request of \$210,752, an increase of \$2,111, or 1.0 percent, compared with fiscal year 2018. The salary budget request is \$84,157, an increase of \$5,592, or 7.1 percent, and the expense budget request is \$126,595, a decrease of \$3,481, or 2.7 percent. Staffing is expected to be 920 FTEs.

We present our budget in four categories:

- General Operations and Maintenance (Salaries and Expenses);
- Mandated Allowances and Allotments;
- Capital Investment; and
- Nondiscretionary Items.

The General Operations and Maintenance Salaries budget request is \$84,157, an increase of \$5,592, or 7.1 percent, compared with fiscal year 2018.

The General Operations and Maintenance Expenses budget request is \$68,259, a decrease of \$2,857, or 4.0 percent, compared with fiscal year 2018.

The Mandated Allowances and Allotments expense budget request for fiscal year 2019 is \$43,759. This budget supports State office rents at \$18,170; purchase of computer and office equipment at \$8,725; maintenance and procurement of member office constituent mail services system at \$7,150; voice and data communications for Washington, DC, and State offices at \$4,800; recording studios at \$2,100; State office security enhancements at \$1,641; wireless services and equipment at \$988, Appropriations Analysis Support System at \$100, office computer supplies at \$65 and PCs to schools at \$20.

The Capital Investments expense request for fiscal year 2019 is \$7,851. This budget includes funding for Recording Studio equipment upgrades at \$2,300; Data Network Campus Infrastructure at \$1,750; Storage Area Network at \$1,000; Enterprise Systems Infrastructure \$910; Network Operations Infrastructure, \$306; Printing Graphics and Direct Mail equipment upgrades at \$400, Wireless Network Infrastructure at \$200 and Network Management Equipment & Technology Upgrade at \$985.

The Nondiscretionary Items expense request for fiscal year 2019 is \$6,726. This budget includes support for the Payroll System at \$3,199, funding to support the Secretary of the Senate for contract maintenance of the Financial Management Information System (FMIS) at \$2,807, and maintenance and necessary enhancements to the Legislative Information System at \$720.

Senator DAINES. Thank you, Mr. Stenger.

I would add that the written testimony of each witness will be printed in the full hearing record.

Mr. Verderosa.

UNITED STATES CAPITOL POLICE

STATEMENT OF HON. CHIEF MATTHEW R. VERDEROSA

ACCOMPANIED BY:

STEVEN SUND, CHIEF OF OPERATIONS/ASSISTANT CHIEF
RICHARD BRADDOCK, CHIEF ADMINISTRATIVE OFFICER
GRETCHEN DEMAR, GENERAL COUNSEL
DOMINIC STORELLI, CHIEF FINANCIAL OFFICER
MICHAEL BOLTON, ACTING INSPECTOR GENERAL
GUS PAPATHANASIOU, FRATERNAL ORDER OF POLICE CHAIRMAN
KAREN GRAY-THOMAS, INTERNATIONAL BROTHERHOOD OF
TEAMSTERS CHAIR

Chief VERDEROSA. Thank you, Mr. Chairman.

Mr. Chairman, Ranking Member Murphy, and Members of the subcommittee, I appreciate the opportunity to present the department's budget request for fiscal year 2019. I am joined today by my Chief of Operations, Assistant Chief Steven Sund; Chief Administrative Officer Richard Braddock; General Counsel Gretchen DeMar; Chief Financial Officer Dominic Storelli; as well as other members of my executive team. We are also joined here today by Acting Inspector General Mike Bolton and USCP Fraternal Order of Police Chairman Gus Papathanasiou, who is certainly a partner with me in working with the work force.

First, I would like to thank the subcommittee for its unwavering support of the U.S. Capitol Police, and for providing the necessary funding to support our personnel and operations.

Since I last appeared before the subcommittee, the Department has effectively managed an ever-increasing number of demonstrations, has swiftly responded to critical incidents and civil disobedience, and has investigated numerous credible threats made against Members of Congress and the Capitol itself. Most notably, our mission to protect and serve Congress was thrust into the national spotlight on June 14, 2017, after a gunman fired shots at the Republican congressional baseball team practice, and our own highly trained special agents responded swiftly and heroically, preventing a serious tragedy.

The Department also received its sixth consecutive accreditation from the Commission on Accreditation for Law Enforcement Agencies. We were awarded CALEA's Gold Standard with Excellence, the highest rating a law enforcement agency can receive during the evaluation process. This distinction is a real testament to the professionalism of our work force and demonstrates that we have consistently implemented the best law enforcement practices.

I am extremely proud of the Department and our responses to the extraordinary events of the past year. No one could have predicted all that we have encountered, but our officers are trained to face each and every crisis and challenge, and we must always be prepared to face the unimaginable.

Mr. Chairman, and Members of the subcommittee, the support of the subcommittee and the Capitol Police Board has contributed to our success in achieving our mission as well as our ability to recognize and address the dynamic nature of the current threats. We are

truly grateful for your keen understanding of the complexity of our mission and the challenges that we face.

We have developed our fiscal year 2019 budget with a focus on continuing to equip and prepare our work force to be agile and responsive to the operations of Congress and keeping the U.S. Capitol Complex safe and secure. Our overall fiscal year 2019 request is \$456.4 million and represents an increase of 7 percent over fiscal year 2018 enacted levels.

As we experienced on the baseball field in Alexandria last June, occurrences of homegrown violent extremist, lone-wolf episodes are on the rise. Across the world, we continue to see more and more terrorist organizations attacking public venues. As a result, our officers must look at every event on Capitol Grounds. Mass demonstrations, concerts, traffic stops, and even the simple act of Members crossing the street for a vote is a potential target for threat.

Based on the increase in terrorist and domestic casualty events, and upon studying the tactics displayed by known assailants, we continuously review our operational and tactical postures to ensure that we are taking every measure possible to maintain the security of the Capitol Complex while allowing the legislative process to continue to function in an open environment protecting individuals' First Amendment rights.

Therefore, working in concert with the Capitol Police Board, the department is continuing to deploy additional screening of various means throughout the Complex. This involves deploying security measures to better secure and screen at building access points. Our fiscal year 2019 budget request includes base funding for 1,943 sworn, 420 civilian positions, and requests half-year funding for an additional 72 sworn officers and 20 civilian positions. These additional sworn personnel will be utilized to enhance the department's ability to detect, impede, and address the threats that currently exist and continue to evolve.

Additionally, we are also requesting one civilian position for the Office of Inspector General for the purposes of furthering their work on addressing potential cybersecurity threats.

Our request also includes funding for items such as protective travel, supplies, and equipment; management systems and technology upgrades; and other nonpersonnel needs. The funding for the requirements will address increases in operating costs, including investments in training, recruiting, and outfitting our new employees; replacing key equipment and systems that are outdated or are becoming obsolete; and restoring annual levels reduced in previous fiscal years to meet vital department needs.

Mr. Chairman, and Members of the subcommittee, the United States Capitol Police is the only police department in the Nation that does what we do and with the high visibility in which we do it. Mission focus will always be the key to our ability to be successful, to serve and protect, and to ensure our employees go home safe every day. Congress relies on us to do our jobs so that they may do the people's work in a free and open manner in the People's House.

In closing, I want to ensure the subcommittee that the U.S. Capitol Police is committed to always being at the ready to ensure that the Capitol Complex is safe and secure. We will continue to work

closely with you and the subcommittee staff to ensure that we meet the needs and the expectations of Congress, as well as our mission, in a reasonable and responsible manner.

Again, I thank you for the opportunity to appear here today before you, and I would be pleased to answer any questions you may have.

[The statement follows:]

PREPARED STATEMENT OF HON. CHIEF MATTHEW R. VERDEROSA

Chairman Daines, Ranking Member Murphy, and Members of the subcommittee, I am honored to be here today, and I appreciate the opportunity to present the United States Capitol Police budget request for fiscal year 2019. I am joined here by some members of my Executive Team and Executive Management Team, including Chief of Operations, Assistant Chief Steven Sund; Chief Administrative Officer Richard Braddock; General Counsel Gretchen DeMar; Chief Financial Officer Dominic Storelli; and Acting Inspector General Michael Bolton. Also joining me today is USCP Fraternal Order of Police (FOP) Chairman Gus Papathanasiou, as well as USCP International Brotherhood of Teamsters Chair Karen Gray-Thomas.

First, I would like to thank the subcommittee for its unwavering support of the United States Capitol Police. On behalf of the entire Department, I would like to express our appreciation to the Members of this subcommittee, and to the entire Congress for providing the necessary funding to support our personnel and operations.

Since I last appeared before the subcommittee, the Department has effectively managed an ever-increasing number of demonstrations, has swiftly responded to critical incidents and civil disobedience, and has investigated numerous, credible threats made against Members of Congress or the U.S. Capitol. Most notably, our mission to protect and serve Congress was thrust into the national spotlight on June 14, 2017, after a gunman fired shots during the Republican Congressional baseball team's practice, and our own highly-trained Special Agents responded swiftly and heroically; preventing a serious tragedy.

The Department also received its sixth consecutive accreditation from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). We were awarded CALEA's Gold Standard with Excellence—the highest rating a law enforcement agency can receive during the evaluation process, which is reserved for Departments that exhibit strong organizational health. The U.S. Capitol Police was further recognized for having been accredited for 15 or more continuous years with the enhanced Certificate of Meritorious Accreditation. Receiving this distinction demonstrates how much the Department has grown and matured since receiving our first accreditation in November 2002. All of these distinctions are a real testament to the professionalism of our workforce, and it demonstrates that we are constantly implementing the best law enforcement practices.

I am extremely proud of the Department and our responses to the extraordinary events of the past year. No one could have predicted all that we have encountered, but our officers are trained to face each crisis and challenge, and we must always be prepared to face the unimaginable. We know that what at first may appear to be routine or even mundane may in fact be a threat to the safety and wellbeing of the Capitol Complex. We are always aware that any threat can change very quickly as circumstances unfold.

Mr. Chairman, the support of the subcommittee and the Capitol Police Board has contributed to our success in achieving our mission, as well as our ability to recognize and address the dynamic nature of current threats. You and your staff have taken great time and made significant efforts to work closely with the Department's leadership team, and we are truly grateful for your keen understanding of the complexity of our mission and the challenges we face.

We have developed our fiscal year 2019 budget with a focus on continuing to equip and prepare our workforce to be agile and responsive to the operations of Congress, and keeping the U.S. Capitol Complex safe and secure. Our overall fiscal year 2019 request is \$456.4 million, and represents an increase of 7 percent over fiscal year 2018 enacted levels.

As with all law enforcement agencies, personnel salaries and overtime make up the majority of our annual budget. Conversely, we could not do what we do without our dedicated law enforcement officers and professional civilian staff. We have continuously worked throughout the Department to effectively and prudently allocate our existing resources to achieve the best possible staffing balance to meet mission

requirements. We regularly analyze our workforce distribution to align job functions, assignments, workload, risk management, and organizational readiness, along with the threat assessments and mandatory mission requirements, within a dynamic environment.

Even utilizing these various strategies, the types of threats we are seeing and responding to are changing every day. Today, there are no routine activities for law enforcement officers. The reality is that the Capitol Complex remains an attractive target to foreign and domestic terrorists, homegrown violent extremists, other lone offenders, and political extremists. These threats could take the form of an active shooter, vehicle ramming, improvised explosive devices, drones, chemical or biological substance releases, or any combination of these tactics.

As we experienced on that baseball field in Alexandria, Virginia, last June, occurrences of homegrown, violent extremist “lone wolf” episodes are on the rise. Lone offenders, in particular, are nearly impossible to detect due to their ability to keep their plans hidden and the prevalence of encrypted communications. Across the world, we continue to see more and more terrorist organizations attacking public venues. In just the past year, we have seen an escalation in the number of mass casualty events in our own country.

As a result, our officers must look at every event on the Capitol Grounds—mass demonstrations, concerts, traffic stops, and even the simple act of Members crossing the street for a vote, as a potential target for a threat. Our officers continually assess each activity they see for any risks to the safety and security of the Capitol Complex.

Based on this increase in terrorist and domestic mass casualty events and upon studying the tactics displayed by known assailants, the U.S. Capitol Police continuously reviews our operational and tactical postures to ensure that we are taking every measure possible to maintain the security of the Capitol Complex, while allowing the legislative process to continue to function in an open environment, and protecting individuals’ First Amendment rights. While we do not know of any imminent threat on the U.S. Capitol or the legislative process, we must be prepared to respond effectively to any threat that may present itself.

Therefore, working in concert with the Capitol Police Board, the Department is continuing to deploy additional screening of various means throughout the Capitol Complex. This involves deploying security measures to better secure and screen at building access points.

Over the past year, the Department has identified areas to modify or eliminate mission requirements to offset these additional security priorities. We also reviewed duties currently performed by sworn personnel and began to civilianize several positions so that officers could be reassigned to duty stations that utilized their specialized training and skills to further meet operational requirements.

Our fiscal year 2019 budget includes base funding for 1,943 sworn and 420 civilian positions, and requests half-year funding for an additional 72 sworn officers and 20 civilian positions. These additional sworn personnel will be utilized to enhance the Department’s ability to detect, impede, and address threats that currently exist and continue to evolve. Additionally, we are also requesting one civilian position for the Office of Inspector General for the purposes of furthering their work on addressing potential cybersecurity threats.

To support these efforts, the fiscal year 2019 funding request reflects a 6.57 percent increase over the fiscal year 2018 enacted level for personnel costs. This increase is necessary to address the annual cost of living and benefit cost increases incurred by the Department, additional staffing requirements, and overtime costs to meet mission requirements.

As you are aware, the Department’s current sworn staffing levels do not provide the complete and necessary resources to meet all of our mission requirements within the established sworn officer utility or the number of work-hours in a year that each officer is available to perform work. This utility number is used to determine overall staffing requirements. It balances the utility of available staff with annual salary and overtime funding along with known mission requirements. These known requirements include post coverage, projected unscheduled events such as demonstrations, late-night sessions, and holiday concerts. The utility number also estimates unfunded requirements that occur after the budget is enacted, such as unforeseen critical emergency situations, and providing adequate police coverage of congressional hearings.

Because of the need to fill the mission requirement gap through overtime, the Department has struggled to take our sworn personnel off of their posts to conduct training. In order to provide mandatory training, we must utilize overtime to ensure that the officers may be offline for training, while meeting our daily mission requirements. There are flexibilities that other law enforcement agencies have to offset or

defer daily requirements to allow for officer training that our unique mission does not afford us.

Therefore, mission requirements in excess of available personnel must be addressed through the identification of efficiencies such as post realignment and/or reductions, technology, and cutbacks within the utility. Where necessary, we meet this requirement through the use of overtime. If the requested staffing levels for fiscal year 2019 are funded, the Department's overtime projection is approximately \$43.7 million. This amount will cover base mission requirements, our support of non-reimbursable events at the Library of Congress, and the ability for sworn employees to be backfilled while they attend mandatory and necessary training.

For the Department's General Expenses budget, our request includes items such as protective travel; hiring, outfitting, and training new sworn personnel; supplies and equipment; management systems and technology upgrades; and other non-personnel needs. In planning for increases in both the number of facilities we will be protecting and staffing requirements, we are requesting \$81.5 million for general expenses, which is an increase of \$6.7 million over the fiscal year 2018 enacted level. This funding will address increases in operating costs including investments in training, recruiting and outfitting new employees, replacing key equipment and systems that are outdated and becoming obsolete, and restoring annual levels reduced in previous fiscal years to meet vital Department needs.

As the Chief of Police, it is my fiduciary responsibility to look at every opportunity within the Department to accomplish our mission before asking for additional resources. The subcommittee and the Congress have been very supportive of the Department, and I would not ask for additional resources unless we have identified a great need. We put in much time and planning while formulating our budget request each year.

For the past 8 years, we have implemented uniform procedures to effectively measure and justify USCP planning, program, and resource requirements through a comprehensive, standardized, and repeatable management process that we call the "Force Development Business Process." It provides a transparent decisionmaking process that includes reviews and approvals by an Investment Review Board made up of key agency management, and it provides a structure that is results-driven and based on meeting operational needs. In addition, to ensure the accuracy of our budget request, our fiscal year 2019 budget went through multiple layers of review and validation, and is tied to supporting documentation for each budget element.

Further, I am pleased to report that the Department received its sixth consecutive unmodified "clean" opinion on our financial statements from the USCP Office of Inspector General (OIG). The Department truly values the OIG's assistance in our efforts to further improve operations and performance; and the long-term resolution of recommendations related to internal controls, business processes and material weaknesses remains of the highest importance to me and our management team.

I would like to take the opportunity to thank Fay Ropella who served as the USCP Inspector General for 5 years, and was instrumental in guiding the Department's efforts to become more effective and efficient. She retired from Federal service at the end of March, and we all wish her the best in retirement. As we continue to work to further the mission of the Department, we look forward to working with Mr. Bolton in his role as the Acting Inspector General.

Mr. Chairman, the United States Capitol Police is the only police department in the Nation that does what we do and with the high visibility in which we do it. Mission focus will always be the key to our ability to be successful, to serve and protect, and to ensure our employees go home safe every day. The Congress relies on us to do our jobs so that they may do the people's work in a free and open manner in the "People's House."

In closing, I want to assure the subcommittee that the U.S. Capitol Police is committed to always being at the ready to ensure that the Capitol Complex is safe and secure. Our fiscal year 2019 budget request was developed with great thought and discipline to ensure that the necessary mission requirements were at the forefront of our planning and prioritization.

We will continue to work closely with you and the subcommittee staff to ensure that we meet the needs and expectations of the Congress, as well as our mission, in a reasonable and responsible manner. Again, I thank you for the opportunity to appear before you today. I would be pleased to answer any questions that you may have.

Senator DAINES. Chief Verderosa, thank you for your testimony. Thanks again for the tour last week, taking time out of your busy schedule to show me your team. It was very impressive. I am

grateful for what you do. To see the command center was really eye-opening. So thank you for what you do.

Chief VERDEROSA. We appreciate you coming there, sir.

Senator DAINES. Especially with National Police Week as well this week, it is only fitting that we are having this hearing.

I am going to start with Mr. Stenger. I want to talk about cybersecurity and training for Senate staff. Part of the funding provided in fiscal year 2018 for cybersecurity was to provide enhanced training for our Senate offices. As we discussed when we met in my office last week, the end-user is a vital component to ensuring a protected network. Certainly, in the world of cyber, we truly are only as protected as our weakest link.

Could you describe the training program that you have established for offices and any plans to expand that program in the coming year?

Mr. STENGER. Yes, Mr. Chairman. I think part of our program that we initiated a couple years ago was the acknowledgment that end-users are a critical link in this whole process. Most of the end-users are not in the SAA but, rather, in the Members' offices.

We are looking for a vendor. The Department of State used to be the vendor we used to do business with for training. They are no longer providing that training. We are considering several options for other vendors.

We have put on, I believe, 52 cyber-awareness seminars since we started the program about 1.5 years ago. Every month or so, we do a cyber roundup. It is live-streamed out to the offices. We have done nine. I think we are going to do another one tomorrow, so it will be 10. In Cyber Awareness Month in October 2017, we did four events.

So we are continuing to look at opportunities to go out to the end-users, to the offices both here and out in the field, to train them and give them some awareness. In my experience, the easiest way for a cybersecurity breach to occur is through someone at some point in the system. So the system is only as good as the people that are using it.

Senator DAINES. Mr. Stenger, when I think about our staff, we see the staff here up on Capitol Hill, but you wake up every morning thinking about staff spread all across the United States.

I think about my home State of Montana. We have staff members in pretty remote places. Sometimes a single staff member holding down the outpost, in my case, out in Sidney, Montana, on the North Dakota-Montana border.

Do you feel you have the resources to ensure that we have adequate cyber training in place not just for our staff here on Capitol Hill but when we think about how dispersed the Senate staff are around the country?

Mr. STENGER. Yes, Mr. Chairman. That is part of what we are doing. When we do these seminars, we are offering our webinars or live-streaming to the State offices as well. We recognize that compromises can take place anywhere, either here in Washington, DC, or at a State office. So we are incorporating them into all our training as much as we can. We are working to do more of that.

We are also doing more planning for assessments with the State offices, assessing any issues they might have. We can perform

these assessments in about 2 days and determine what is beneficial and what is not.

Senator DAINES. One of the additional FTE that you were asking for in your fiscal year 2019 budget is to establish a Chief Privacy Officer, as requested by the subcommittee. Could you provide any details on what your plan is for hiring this position and how you will define their role in your organization?

Mr. STENGER. We have taken a look at that position that we are going to have. Right now, it is over in our H.R. department, ready to be advertised. The Senate will then identify and select the best candidate to fill that position.

It is interesting, as we looked at it, originally, it was called the Chief Privacy Officer. What we found is, as we reviewed some of the industry standards and the other organizations that are doing it, privacy information or the privacy office was mostly focused on PII, Personally Identifiable Information. The Secretary of the Senate owns much of the actual Senate PII, whereas the SAA acts as data steward, helping to secure, protect, and manage the underlying networks, systems, and PII and data.

My opinion is the position will be a combination of Chief Privacy and Data Security Officer. The position will protect PII as well as Senate data that does not include sensitive PII, such as bills, mark-ups, and information related to the legislative process. When we interview candidates for the position, we will ask about their experience and thoughts on privacy and data security.

We will also look into establishing a strategic and operational privacy and data security team. The team is envisioned to provide policy and oversight as well as privacy and data security recommendations and guidance to Members, committees, and Senate staff. The team will apply privacy and security by design principles and work to implement best practices into current and future projects across the Senate.

Senator DAINES. Thank you, Mr. Stenger.

Ranking Member Murphy.

Senator MURPHY. Thank you, Mr. Chairman. I have a couple questions that cover both witnesses. Maybe I will just do all mine.

Senator DAINES. You bet. Sure.

TACTICAL EMERGENCY RESPONSE TRAINING

Senator MURPHY. So the first topic that I wanted to bring up to both of you is in relation to a training program that actually finds its genesis in the 2012 shooting in Connecticut. After that shooting, the American College of Surgeons partnered with law enforcement to create an emergency response plan to try to improve survival. It was all around the procedures that civilians can use to stop bleeding. It is actually called the Hartford Consensus, because the first meeting occurred in Hartford and empowered civilians to take lifesaving actions when the need arises.

Chief Verderosa, I understand that your officers are being trained in the Stop the Bleed process, so I did not know if you have any update on that or whether there are plans to have all officers trained?

Mr. Stenger, SAA offers training to Senate staff on a number of topics. I do not think that there is, right now, a Stop the Bleed

course, so I just wanted to inquire to you as to whether you would be open to adding a course available to Senate staff, given the fact that, as I understand, all Capitol Police officers are being trained on this as we speak.

So I just ask the question of both of you.

Chief VERDEROSA. Yes, sir. Through the Federal Law Enforcement Training Center, we are training our newest employees with the tactical emergency response kits. That has ways to stop critical bleeding, traumatic injury, for first responders. As we grow the new hires and put people through attrition hiring, we will move that into in-service training as well.

Obviously, the kits are reasonably expensive. They are not overwhelmingly expensive. They are easily carried, and you can likely see our newest officers who are in their police officer training, their field training right now, they generally are the ones who have the kits with them.

Certainly, our tactical units and other specialized units also have EMT experience and are assigned. When we are trained remotely at ranges, we always have an EMT available with equipment. Our dignitary protection teams have the ability to have additional medical kits with them. And then as we move forward into our tactical units and our active-shooter training, we are going to continue to deploy these kits as we move on through regular in-service refreshment.

Senator MURPHY. Mr. Stenger, is this something that you would be interested in offering to Senate staff?

Mr. STENGER. Our State Liaison Office works closely with the Capitol Police on dealing with the State offices as well on active-shooter training and things of that nature. We also expanded our training to emergency preparedness, working with the State offices as well as the offices here. We are prepared for emergencies that may arise, whether they are natural disasters or whether there is a situation involving criminal activity.

So we do most of it in-house with the State offices as much as we can, and we have a very good group of people that are well-trained and have history on this. That is one of the reasons that we are requesting to convert contractors to FTEs.

There are a number reasons for that. We were able to save on the expenses on the contract by going to FTEs. But we found that we develop with the FTEs a loyalty to the organization, and we are able to surge them to do different things. In other words, contractors are good for certain areas, but there are areas where we want to have people go out to the offices. If they are FTEs, we can surge them and go out to the offices for training.

Senator MURPHY. I do not necessarily care who does it, whether it is you or contractors. I am just asking if you would be interested in taking a look at adding this as available additional training.

Mr. STENGER. We are always trying to find out what is the appropriate training, especially in the cyber area.

Senator MURPHY. Yes, I think this one is free, so I think this is no cost to you. I am not sure if you are resisting the idea, but the American College of Surgeons just offers this training to people for free to understand how to control active bleeding.

So I will leave it at that. I would encourage you to take a look at offering that training.

MEMBER PROTECTION AT OFF-CAMPUS EVENTS

Back to you, Chief Verderosa. Again, this is a question or a series of questions for both of you.

In the last appropriations bill out of this subcommittee, we included language directing the United States Capitol Police to develop protocols for interacting with Senate offices to identify outside events, gatherings, field hearings, domestic travel, and other occasions that might pose a risk to Member security and to provide a liaison process with the offices in order to identify those sites.

I know we have had this conversation with before. Senator Lankford and I talked a lot about this. I continue to believe that we are not adequately transferring information between Member offices and Capitol Police about large gatherings of Members off-campus.

We are very well-protected when we are here, but the protection is spotty when we are off-campus attending events that many Members are gathered at, attending fundraisers, social events.

As far as I can tell, the report that you submitted does not actually propose any new liaison programs. It just simply restates the existing process, which is, as far as I can gather, you rely on the Senate Sergeant at Arms to provide you with information about what Members are doing. Am I wrong about that?

It just seems like this report just sort of reiterated what the existing practice is, which is not a direct liaison relationship between the Capitol Police and Members of Congress.

Chief VERDEROSA. Right. We do work very closely with both Sergeants at Arms to focus on events that are occurring off the grounds, district offices, and State offices.

As an offshoot of the Alexandria incident and in the numbers for last year, we actually did an assessment of 431 Member of Congress events. Part of the coverage that we provide—and we deployed dignitary protection agents on 46 of those events that we determined necessitated a more robust response than coordinating with local law enforcement. Our Investigation Division does an assessment, both classified and unclassified, of the known information about events. We will look at it, and we will talk with the staff to get a sense of what the issues are, what type of event it is, how many Members are involved. Obviously, Member events that are outside pose more of a risk than are in a secure building, particularly a Federal building, that type of thing.

We will then leverage our relationships with local law enforcement. I found that about 99 percent of the time, we get very great cooperation with local law enforcement to actually have a presence at Member events, whether that is a codel or any type of organized event.

We certainly do not have direct liaison with every Member office. We rely on the Sergeants at Arms to filter that information to us, and we go out and do the assessment.

Now, in our database searches for various events for Members of Congress on a daily basis, we are always looking for things that may be of interest to the Members. We actually do the reach-out,

a cold call to the Member office to provide that information, if we find something in an open source or any type of classified information.

We can work closer with the Sergeants at Arms, particularly the liaison staff that Mr. Stenger has and Mr. Irving has in their offices to start a more formalized process with individual Member offices. That has not been the direction that we took in working with the board. We certainly can explore that, if that is the desire of Congress for us to do that.

We are very thankful for the resources that Congress provided, and we immediately, after the June incident, increased our dignitary protection, increased our exposure to known events where we had Members gathered, whether it is a large dinner or a large outdoor event.

Senator MURPHY. You said you covered 41 events?

Chief VERDEROSA. Forty-six times, we deployed agents to cover events for Members that were not in an organized codel.

Senator MURPHY. Right. So, Mr. Stenger, my impression is that you are not engaged in a weekly conversation with every Member of the Senate about their events outside of the building, that you basically rely on offices to come to you and present you with a request for security or to ask questions about security.

Mr. STENGER. Yes, Senator, we do. We are dependent upon the information coming from the offices themselves.

But as the chief mentioned, we do a lot of searches on the Internet. If we determine something is going on or we see some information that could be indicative of a function taking place that we are not aware of, we will reach out to the office and ask, "Okay, we are seeing this. Are you requesting some assistance, or what is going on?"

We try to be as proactive as we can with the offices. We expanded our reach with a weekly email that goes out to all Admin Managers, Chief Clerks and Schedulers that provides information on enhancing member safety and security. In our emergency management seminars, we talk about the necessity of letting us know ahead of time as much as you can on meetings and we share this with the Capitol Police Protective Service Bureau who in turn reach out to local law enforcement to discuss events and any advers intelligence or threats with the event. So we do training with the offices here at the Capitol as well as the office off campus. We used to call it, I think, Campaign on a Corner or something of that nature, to make sure that the State offices are aware of the capabilities that we have here and not to be reluctant to call us.

Senator MURPHY. I will leave it there. I just think that the juxtaposition between the rather large increase in Capitol Police staff on this campus with the fact that only 46 gatherings of Senators and Members were covered by Capitol Police outside the building is not justifiable. I think we are well-protected here. I do not think we are well-protected outside of this place, in part because the information flow is not working the way that it should.

Part of that is because we have young staff. We have high turnover. The people that would necessarily be the people calling you are not always best equipped to do it.

So I continue to think we need to find a better way to do this.

Last question is, Mr. Stenger, as you may know, I am also very concerned about our cyber exposure on personal devices. We have a working group that I understand is about to start its work. I think it is going to occur under your direction. I thank you for that, and I thank you for your commitment to that working group.

But I wanted, as you start the work on this working group, just get your thoughts, personal thoughts, about the exposure that we have on our personal devices. Again, I think this is another example where it is just not justified, having a 300 percent increase in cybersecurity resources when you are only protecting me 20 percent of the time because most of my online contact is happening when I am not on a Senate computer.

So I just wanted to get your personal thoughts on that as you head into this working group.

Mr. STENGER. I would agree with you, Senator. It is a vulnerability that needs to be addressed. From what I have learned recently, since I have taken over the Senate Sergeant at Arms position, it is a little convoluted as to how to proceed forward with dual-use devices.

We have put together a working group, who is meeting next week. We will take the lead on it, because I think it is important for us to take the lead on it, because we are the ones that are going to have to implement the solution. I think we are going to have good representation, because there are rules and regulations out there that have to be addressed. As times go on, things change here. Things evolve continuously in the cyber world. And I think it is up to us to maintain recognition of that evolvment and take the appropriate steps.

I think it is a good idea to have this working group, and I think we are going to come up with some more substantive ways to go forward on it.

Senator MURPHY. Thank you for that. I just do not think it makes sense to continue to put money into cybersecurity if we are leaving ourselves this exposed. So this, to me, is as important as it gets.

Thank you. I know I took a long time.

Senator DAINES. No, thank you, Senator Murphy. I share the concern. We discussed, too, a little bit in my office that so many Members as well as staff are using personal devices and how we are, again, only as good as our weakest link.

We probably need to be looking at where the activity is occurring, making sure resources are balanced out, to the Ranking Member's point. I think we have some room to grow there.

As we look at the threat assessment, as was pointed out, it is ever-evolving. It is ironic to me that, if you take a trip, if you travel abroad, and there are certain countries we know are very restricted, you would never think about turning on your device or even bringing it to certain countries. And yet, here, we are a little bit more cavalier about it. And yet, the threat can be equally as great right here in our country with the techniques of certain groups now that are in rather close proximity.

USCP THREAT ASSESSMENT

I want to talk about the threat assessment, and we will go back to the Chief here for a moment.

In the fiscal year 2018 omnibus, we requested an update to the Department's outdated threat assessment report. As we think about threat assessment, back to Ranking Member Murphy's line of questioning here, it is ever-evolving as it relates to cyber, and I am guessing this would inform your mission-requirements moving forward.

As we are increasing funding, where should we put our limited resources in the most vulnerable areas? Do you anticipate changes from your current plans for increasing the level of sworn officers and posts based on this assessment?

And also, I want to add the whole cyber issue, if both of you could talk about that as we think about going forward.

Chief VERDEROSA. In terms of the staffing, we believe that our most vulnerable areas are the areas that we are beefing up personnel. The direct access points that allow the interchange where people are screened, that is where the confrontation is going to be.

Our goal is to push the threat as far away from the buildings as possible. That does require personnel. It is a large undertaking.

We go back to some of the studies that were done following the 1998 shooting, which was 20 years ago. The studies tell us that these are the types of ways that you need to screen people.

We are going to increase some secondary screening in the Visitors Center coming up in fiscal year 2019. We are going to expand the type of screening that we do in the chambers to the CVC. There will be multiple ways that we screen people. We are most vulnerable at those access points.

That is why we are beefing up the level of scrutiny that people get, the ability to lock down, the ability to have eyes and communication available before the threat gets to the screening portal. That is the reason.

It is a multi-year plan. The goal is to not only put the eyes outside but also have additional overwatch on the inside while the screening is taking place. As we found out in 2016 at the CVC with the shooter, the individual who was screened, the confrontation occurred exactly where the screening point took place.

Fortunately, the CVC was designed for that exact instance. Some of the more ornate historical buildings are not. So we are expanding our ability to screen and protect and put that protective coverage around the office buildings as well.

In the interim, we have already started prescreening, and we also have our canine teams working in coordination with our plain-clothes personnel that are supplementing the areas until we get to that staffing level that we believe is necessary to really quell the threat, the direct threat.

Senator DAINES. Chief, thank you. I do not disagree with the resources. We talked about you adding additional security outside the buildings as another deterrent, which makes a lot of sense.

Again, back to Ranking Member Murphy's line of questioning, we had a very serious issue here, an active shooter 20 years ago on the Capitol Hill grounds, but more recently, whether it was Alexan-

dria or with Congresswoman Gabby Giffords where she is out in the field, I still think we have some great vulnerabilities that we need to continue to think about addressing, and best practices, and ensuring that protection exists, not just for Members but certainly for staff, importantly, in our offices.

NEW SWORN HIRES AND THE MISSION OF THE USCP

Chief, I want to shift gears and talk about the expanding mission of the Capitol Police, specifically for the additional 72 sworn officers the Department is requesting in fiscal year 2019. This request builds on substantial growth funded in the last 3 fiscal years.

Chief VERDEROSA. Yes, sir.

Senator DAINES. My question is, when we are growing the force at this rate, are we able to ensure that we are recruiting and training to standards expected of Capitol Police officers?

Chief VERDEROSA. I believe so. We have a very robust recruiting program. One of the things that the Board has done to assist us in the recruiting and the retention of employees is we have a temporary exemption to the age 57 retirement until December 30.

Senator DAINES. I used to think that was old. I do not anymore.

Chief VERDEROSA. I am sorry, sir?

Senator DAINES. I used to think 57 was old. I do not anymore.

Chief VERDEROSA. Me either, as I approach those mandatory retirement ages.

But we have also raised the highest hiring age, so that we can attract personnel from the military. Thirty-seven is the standard final age that you can be hired, and it is done so, in accord with the Capitol Police Retirement Act, we can offer someone a 20-year retirement. Since the waiver is in place for the extended end age, we raised the waiver until 40, until September 30, 2020, so that we can attract more military retirees.

Military personnel bring a lot to the table. They bring experience. They bring discipline. They bring an understanding of working fixed posts.

Our recruiting efforts are very robust, and, frankly, our employees are our best recruiters. We did an analysis. We look at how we recruit, where we get applicants from. Sixty-six employees in the last year have brought on people, have suggested employees to our recruiters, and a significant number have succeeded into the academy, as opposed to perhaps recruiting at job fairs, which has very low return on investment. You may get one or two people. We are looking at the best ways to spend our resources in order to attract personnel.

My administrative side of the house tells me that, in the last 4 years, we have had about 20,000 applicants, and we have hired about 400 people.

Now, the 72 that we are hiring is for new mission, but that is over and above our attrition. Our attrition is about 80 a year with mandatory retirements. Not everyone takes advantage of the waiver. However, any employees that stay past the previous mandatory retirement age gives us flexibility, so that we can take some of the pressure off the hiring process.

RECRUITMENT AND TRAINING STANDARDS

Senator DAINES. Let me ask you a question on travel abroad. You go to a U.S. Embassy. You have the U.S. Marines, oftentimes, there. You will see them. My son is a marine. But I think about, when we are here in the Capitol, we are a primary target here for terror organizations and others.

How do we compare—"we" being the Capitol Police—to the other Federal law enforcement agencies in our recruitment and training standards? Specifically, are we consistent on matters such as background checks and continual physical fitness requirements?

Chief VERDEROSA. We have a very robust process. Before we hire personnel, we test them in terms of the ability to not attrit out of the academy due to either physical or academic reasons.

The Federal Law Enforcement Training Center has a physical efficiency battery. It is five tests. They have 40, 50 years of data that supports the reason to do it. The test is made up of 1.5-mile run, the Illinois agility test, sit-and-reach, body fat composition, and bench press. We do 60 percent of that here prior to employment. We do the bench press, the 1.5-mile run, and the agility run.

What we do in order to attract and maintain is we use a standardized POST test, Police Officer Standardized Test, but then we give a battery of tests, psychological, polygraph, and medical. We also do a thorough background investigation.

We look at what other agencies do, and other agencies actually want to come up and look at how we do it.

We do advertise online on USAJobs, and we find that really gets a large cross-section. We get a tremendous amount of activity. A lot of it is word-of-mouth. Again, our own employees are generally the better recruiters for us.

Down the road, I would look to incentivizing that, because my employees are the best judge. They can provide the most information about the job, the most accurate information.

We test, and we generally take the top 3 percent. They go through the process, and they are free to reapply again. They do not linger in a pool of candidates.

All of the hires that we have gotten in recent years are all for new mission. We staff at about 85 percent, 90 percent, so that we make up the difference in overtime. We find that the employees we are getting are good.

Now, it is becoming a younger work force. They are highly educated, and they have less work experience than when I came on. As we go through the different generational differences, in terms of the candidates we are getting, that is the work force that is out there.

We actively recruit military folks. We go to universities, where we target where our demographics need improvement, that type of thing.

But I think, overall, we compete very well against other Federal law enforcement. Thanks to Congress, we have a very generous starting salary. We have very robust training. We provide 13 weeks of additional training over the basic Federal law enforcement training that all Federal police officers get. We do that. A couple other

agencies do that. The less security-oriented, more police-oriented organizations tend to provide more follow-on training.

The Federal Law Enforcement Training Center (FLETC) does a number of wonderful things for us, but, what they do not do is provide the training specific to Capitol Hill or Washington, DC. In combination, the two training academies really put out a quality product—and I have said this before. I am confident that when our officers graduate the academy, if they are successful, they can police in any city or any jurisdiction in this country, and they will be very successful.

Senator DAINES. Thank you, Chief.

POST-HIRING PHYSICAL FITNESS

Ranking Member Murphy.

Senator MURPHY. Two final questions, and I can take short answers to these.

Just to clarify, on physical fitness, you have the test that you described as part of training, but you do not do follow-up tests once you have hired?

Chief VERDEROSA. Right. At one time, we did some studies on whether or not we would initiate a health and fitness program. We initiated the physical readiness test for the specific purpose of making sure that we have low attrition in our academy due to physical training.

We do an incentive voluntary. We have a number of gyms that are available to our employees, our recruits, and our work force. Generally, they do, in fact, utilize those gyms. We have a physical fitness instructor on staff, a contractor, that will help and design a fitness program for every employee. But we do not have mandatory fitness testing.

We looked at it. We got involved, and there are a lot of legal challenges to instituting a program once you have incumbent employees that were not tasked with performing those essential functions. If you are held to a standard when you are hired, we did not want to grandfather in a program and have half the Department on and half not.

We chose to use an incentive program in the early 2000s. We had monetary compensation for fitness levels, but due to budgetary constraints, we had to discontinue that.

Senator MURPHY. Not to put words in Senator Daines' mouth, but I think his question was sort of asking whether your incumbent training or incumbent fitness requirements are similar to other forces that are doing some of the same work. I guess I would still be interested in, you do not need to provide that now, but for the record, I would be interested in that.

Chief VERDEROSA. Sure.

[The information follows:]

The Department is currently in the process of benchmarking physical fitness programs administered or considered to be implemented by other Federal law enforcement agencies throughout the United States. This includes both voluntary and mandatory physical fitness programs for incumbent officers, a legal sufficiency review, and working with law enforcement organizations such as the Police Executive Research Forum, the International Association of Chiefs of Police, and the Commission on Accreditation for Law Enforcement Agencies, Inc. to obtain best practices information. We take the health and overall well-being of our officers extremely seriously

and are committed to ensuring their health and long-term well-being is maintained throughout their careers. We will provide our findings to the Committee upon the conclusion of our review.

Senator MURPHY. I am fine. Thank you.

Senator DAINES. Thank you, Ranking Member Murphy.

This concludes the Legislative Branch Appropriations Subcommittee hearing regarding fiscal year 2019 funding for the Senate Sergeant at Arms and the U.S. Capitol Police. Thank you to each of our witnesses for your testimony today.

The hearing record will remain open for 7 days, allowing Members to submit statements and/or questions for the record, which should be sent to the subcommittee by close of business Tuesday, May 22, 2018.

CONCLUSION OF HEARINGS

Senator DAINES. The committee stands adjourned.

[Whereupon, at 4:54 p.m., Tuesday, May 15, the hearings were concluded, and the subcommittee was recessed, to reconvene subject to the call of the Chair.]